

NEGOTIATIONS BETWEEN CITY OF REDDING AND RPOA EMPLOYEES

CITY RESPONSE TO UNION PROPOSAL #14

DATE: August 22, 2017

ARTICLE: Article 1.8: PREAMBLE

ISSUE: MOU language regarding work schedules

1.8 The schedule and staffing plan for the Field Operations Unit provides for a four (4) day work week with ten (10) hour working days at regular time. It is recognized that management has the right to schedule employees and to determine the staffing plan; however, a specific exception shall apply exclusively to the reversion to a five (5) day work week with eight (8) hour working days in that this reversion shall be subject to the meet-and-confer process as provided for by the Meyers-Milias-Brown Act and this agreement.

The City agrees in concept to an alternative work schedule and is currently developing a policy to provide uniform guidelines for the application of State and Federal laws including the Fair Labor Standards Act (FLSA) for alternative work schedules for City employees. The City believes the work hours and shifts should continue to remain under the discretion of the management's assessment of the department's staffing needs.

Tentative Agreement Date:

Time:

Signature for City:

Signature for RPOA:

NEGOTIATIONS BETWEEN CITY OF REDDING AND RPOA EMPLOYEES

CITY RESPONSE TO UNION PROPOSAL #15

DATE: August 22, 2017

ARTICLE: Article 8.3(b): WAGES AND CLASSIFICATIONS

ISSUE: Corporal 5% Upgrade Pay

8.3(b) When assigned by the Department a A Police Corporal shall be granted a 5% upgrade when performing higher duties ~~due to replace an absent an extended absence~~ of a Police Sergeant and when performing a substantial majority of such the Sergeant's duties for a full work day.

Tentative Agreement Date:

Time:

Signature for City:

Signature for RPOA:

NEGOTIATIONS BETWEEN CITY OF REDDING AND RPOA EMPLOYEES

CITY RESPONSE TO UNION PROPOSAL #18

DATE: August 22, 2017

ARTICLE: Article 9.9(a)

ISSUE: Investigations Flex Schedule Modification

9.9 Investigations Division.

a. Flexible Work Schedule. As an exception to Article 9.3(a), employees assigned to the Investigations Division, with the approval of their supervisor, may opt to work a flexible work schedule of forty (40) hours in seven (7) calendar days, Sunday through Saturday.

The City believes the MOU modification for City Holidays should be placed under ARTICLE 17: HOLIDAYS. The City proposes the following language to Union Proposal #18.

ARTICLE 17: HOLIDAYS

17.2 Pursuant to Article 9.9, employees assigned to the Investigations Division who work a Flexible Work Schedule may request to adjust their work schedule through their immediate supervisor during a week which contains a City recognized holiday. Nothing in this section is intended to prohibit management rights to decline the request based on the needs of the department.

Tentative Agreement Date:

Time:

Signature for City:

Signature for RPOA:

